

Speak Out Dual Diagnosis Position Description Caseworker/Counsellor (Part-Time)

Position Title:	Caseworker/Counsellor
Program:	Weave Speakout Dual Diagnosis Team
Team:	Speak Out
Reports to:	Speak Out Program Manager
Supervises:	None
Responsible for:	Providing individual casework, counselling, family counselling and some group work for young people (aged 12-28 years) with coexisting mental health and AOD issues.
Location:	1B Elizabeth Streets Waterloo 2017 and outreach as required.

EMPLOYMENT DETAILS AND REMUNERATION

Employer:	Weave Youth and Community Services Inc.
Hours of Work:	49 hours per fortnight (7 days per fortnight)
Grade:	Social Community Home Care and Disability Services Award (SCHCADS) SACS Stream Leve 4 Paypoint 1-4 depending on qualifications and experience
Salary:	Hourly rate \$39.76 - \$42.78 depending on qualifications and experience
Benefits:	Hourly rate calculated based on 35 hour week and generous salary packaging is available.

POSITION CONTEXT

The Speak Out Dual Diagnosis Program was established in 1998.

Speak Out works with young people aged 12-28 years that experience coexisting mental health & substance use issues.

The program was developed to fill the gaps in service delivery where young people accessing alcohol and other drug services were precluded due to their mental health experiences, and where young people accessing mental health services were precluded due to their substance use issues.

The program works long term and very intensely with young people, supporting them to make sense of their life circumstances and find ways of navigating their way forward to achieve their goals, hopes and dreams.

Over the last 21 years, Speak Out has been a very responsive, creative and innovative program that has evolved according to client needs and community demands. The program provides:

- Case management support
- Counselling
- Therapeutic group work
- Youth Leadership opportunities
- Advocacy
- Community Development initiatives (i.e. Mad Pride)

Your role will be to provide intensive wrap around casework, counselling, practical assistance, information and referral, education advice and support services to young people with co-existing mental health and AOD issues.

Weave Youth and Community Services

Weave Youth & Community Services works on the land of the Gadigal and Bidjigal people. We provide a range of services to socially and economically excluded young people, women and families who live in the City of Sydney Local Government Area as well as the Maroubra/La Perouse, Inner West and Woollahroomooloo.

Weave was established in 1976. The team at Weave are dedicated, experienced and are well recognised for their engaging work with young people, women and families, community development work and pioneering new therapeutic approaches. Please refer to our Vision, Mission, Values and Culture at the end of this document. For more information about Weave please visit our website: www.weave.org.au

KEY ACCOUNTABILITIES

- Provide individual counselling/casework and case management support to young people with complex trauma histories and complex needs, including co-existing mental health and AOD issues.
- Provide referral, advocacy, information, and support services to Speak Out team clients.
- Work in a highly responsive, trauma informed, strengths-based, healing-centered, culturally safe and innovative way.

- Work collaboratively under a “shared care” model alongside other Weave staff and external health professionals and service providers.
- Contribute to strategic planning for the Speak Out Program and Weave in general.
- In consultation with your Program Manager, develop work plans in alignment with Weave’s Strategic Plan and participate in training and performance appraisal as required.
- Attend monthly clinical supervision.
- in alignment with your work plan identify professional training and development needs in consultation with the Speak Out Program Manager.
- Liaise with relevant networks, agencies, community members and government departments.
- Assist the team with supervision of student placements as appropriate.
- Assist with and encourage client participation in Weave events and projects.
- Maintain up-to-date administrative and clerical records as required within the course of your work, including upkeep of client files, data base, daily client statistics, organizing logistics for groups, writing reports and support letters.
- Supporting Weave staff clinical practice by coordinating regular peer review sessions.
- Other duties as required.

General Accountabilities of all Weave Staff

- Work as part of the wider Weave team displaying effective team membership.
- Participate in Weave staff meetings, team building, planning days, peer development, training and performance appraisal as required.
- Attend regular supervision as arranged with your Program Manager.
- Perform all duties in accordance with the Weave Code of Conduct and Weave policies and procedures.
- Casework practice should be in line with and be guided by “Weave’s How We Do What We Do” practice framework.
- Commit to EEO policy and OH&S safety standards, ethical practice principles and a commitment to the principles of cultural diversity.

- Take responsibility to ensure that Weave is a warm, inviting and hospitable environment for all.
- Notice when things are untidy and make an effort to clean up as needed. Upkeep of Weave centres is the responsibility of all Weave staff.
- Ensure all visitors are welcomed, including offering cups of tea, coffee, water etc. and that they get the assistance they came for, including information and referral, if Weave cannot assist directly. Hospitality is a shared responsibility of the whole Weave team.
- It is important to take care to listen very carefully and hear what people are asking for and not make assumptions about their needs.
- If someone has made an appointment to see a particular worker, you need to make sure that the staff member knows the person has arrived and is waiting for them.
- Expectations of workers roles can change according to the needs of the community and available resources.

ESSENTIAL SELECTION CRITERIA

- Tertiary qualifications in Human Services (Social Work, Youth Work, Community Development)
- Tertiary Counselling qualifications.
- Minimum 2 years experience in a casework and counselling role, preferably with young people in a community organisation.
- Well-developed counselling skills – demonstrated ability to draw upon a range of therapeutic models, preferably including Narrative Therapy.
- Demonstrated experience of working within a trauma-informed and strengths based, healing-centred framework.
- Experience providing counselling to marginalised young people experiencing a range of complex issues, in particular co-existing mental health and AOD issues.
- Understanding of the impacts of intergenerational trauma as well as systemic and social issues facing Aboriginal people and communities in the Waterloo/Redfern area and beyond.
- Excellent verbal and written communication skills.

- Current NSW Working With Children Check clearance and National Police Check
- A commitment to EEO policy WH&S safety standards, ethical practice principles and a commitment to the principles of cultural diversity.
- Common sense and a good sense of humour
- Must have current Class C drivers licence
- Willingness to use your own vehicle for work purposes when required. Generous mileage allowance available.

DESIRABLE CRITERIA

- Knowledge of service networks in City of Sydney, and Sydney's Inner West areas.
- Demonstrated experience working with Aboriginal young people and communities
- Current First Aid certificate
- Experience in and/or training in cross-cultural communication